

House File 2405 - Introduced

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BY PRICHARD

A BILL FOR

1 An Act relating to certain employees of the department of
2 corrections, including collective bargaining, health
3 insurance for a surviving spouse and children of certain
4 employees of the department, and certain operational and
5 employment matters involving the department.
6 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

1 Section 1. Section 20.3, subsection 11, Code 2022, is
2 amended by adding the following new paragraph:

3 NEW PARAGRAPH. *g.* A nonsupervisory employee of the Iowa
4 department of corrections with ongoing direct contact with
5 inmates.

6 Sec. 2. Section 509A.13D, subsection 3, Code 2022, is
7 amended to read as follows:

8 3. The governing body of the state shall ~~not~~ be required
9 to pay for the full cost of the health insurance under this
10 section; ~~however, the governing body of the state may pay the~~
11 ~~full cost or a portion of the cost of the health insurance. If~~
12 ~~the full cost or a portion of the cost of the coverage is not~~
13 ~~paid by the governing body of the state, the surviving spouse~~
14 ~~and each surviving child who is eligible for health insurance~~
15 ~~under this section may elect to continue coverage by paying~~
16 ~~that portion of the cost of the health insurance not paid by~~
17 ~~the governing body of the state.~~

18 Sec. 3. Section 904.108, subsection 1, Code 2022, is amended
19 by adding the following new paragraphs:

20 NEW PARAGRAPH. *p.* Establish a training program for
21 employees of the department with ongoing direct contact with
22 inmates in self-defense and other de-escalation techniques when
23 confronted with potentially violent interactions involving
24 inmates. The training program shall include an in-person
25 component.

26 NEW PARAGRAPH. *q.* Establish uniform safety practices to
27 be implemented at all correctional institutions under the
28 control of the department that provide guidelines designed to
29 protect the safety of employees and inmates at correctional
30 institutions.

31 NEW PARAGRAPH. *r.* Adopt rules to allow an employee of
32 the department who has witnessed a trauma event to take
33 between five and thirty days of paid leave depending upon the
34 severity of the trauma event. If the appointing authority of a
35 correctional institution determines that an employee has been

1 held hostage, the employee shall be eligible for a paid leave
2 of absence of up to ninety days, as determined by a licensed
3 physician, to allow for recovery from mental and physical
4 stress and any related conditions. Such paid leave shall not
5 be charged against the employee's sick leave account.

6 NEW PARAGRAPH. s. Establish protocols for allowing
7 employees of the department with ongoing direct contact with
8 inmates access to information identified in section 904.602,
9 subsection 2, for purposes of the administration of the
10 department's programs of services or assistance to inmates.

11 Sec. 4. DEPARTMENT OF CORRECTIONS — CONTRACT

12 EMPLOYEES. The Iowa department of corrections shall not enter
13 into an employment contract with a person to perform a function
14 of the department and provide the contract employee with pay or
15 benefits in excess of pay and benefits provided an employee of
16 the state performing similar work.

17 EXPLANATION

18 The inclusion of this explanation does not constitute agreement with
19 the explanation's substance by the members of the general assembly.

20 This bill relates to the department of corrections.

21 Code section 20.3 is amended to designate nonsupervisory
22 employees of the Iowa department of corrections with ongoing
23 direct contact with inmates as public safety employees for the
24 purposes of collective bargaining pursuant to Code chapter
25 20, the public employment relations Act. Code chapters 20
26 and 400 include collective bargaining procedures specifically
27 applicable to public safety employees that are not applicable
28 to other public employees, including procedures relating to
29 the scope of collective bargaining negotiations, arbitration
30 procedures, and certain matters relating to city civil service
31 employment.

32 Code section 509A.13D, providing for continuation of health
33 insurance coverage for a surviving spouse and children of
34 certain department of corrections employees, is amended to
35 provide that the state shall be required to pay the full

1 cost of the health insurance. Current law provides that the
2 state shall not be required to pay for the cost of the health
3 insurance.

4 Code section 904.108, concerning duties of the director of
5 the department of corrections, is amended. The bill requires
6 the director to establish a training program for employees of
7 the department with ongoing direct contact with inmates in
8 self-defense and other de-escalation techniques when confronted
9 with potentially violent interactions involving inmates,
10 establish uniform safety practices to be implemented at all
11 correctional institutions, adopt rules to allow an employee of
12 the department who has witnessed a trauma event to take between
13 five and 30 days of paid leave depending upon the severity of
14 the trauma event and to allow an employee who has been held
15 hostage up to 90 days of paid leave, and to establish protocols
16 for allowing employees of the department with contact with
17 inmates access to certain confidential information identified
18 in Code section 904.602, subsection 2. The bill also requires
19 that the department of corrections shall not enter into an
20 employment contract with a person to perform a function of the
21 department that provides the contract employee with pay or
22 benefits in excess of pay and benefits provided an employee of
23 the state performing similar work.